

Leading Teams

Programme Handbook

Leadership
Development
System



Leading Teams

NukuOra

An active Wellington region

Overview

With the current changing, challenging, and complex environment we're all operating under, supporting our leaders is more important than ever.

Leading Teams is a leadership development programme designed for improving the leadership capability of those who currently lead teams and/or are emerging leaders.

This is the first year that Nuku Ora will be running streaming from our Leading Leaders programme, with participants coming from RSTs, RSOs, funders, councils, NSOs, government departments, as well as disability organisations, community-based NGOs, and recreation organisations across the country.

The programme will be delivered by the experienced facilitation team of **Gretchen Young** and **Phil Gibbons**, supported by **Ness Mill** and **Pita Noanoa** from Tū Mātau Ora. Ness and Pita will share their knowledge of tikanga and taonga tākaro (traditional Māori games and activities) and create the opportunity for participants to explore te ao Māori customs and leadership concepts in a fun, safe and positive environment.

Participants will be provided with tools to:

- Create an effective team and taking diversity and inclusion into consideration.
- Convey organisational purpose and provide clarity to team members about their roles and the contribution they make.
- Ask questions, give constructive feedback, confidence to face challenges.
- Navigate complexity and understand the prioritisation of tasks and resources.
- Look to the future while also balancing 'today's needs'.
- Empower team members, setting clear expectations, milestones, and timeframes.

Limited to **18 places**, the programme is a four-month in-person and digital

hybrid taking place from May–August 2023. Participants will attend two days residential in Wellington, with the rest of the content being delivered as a series of 3 online workshops.

Registrations open nationally on 6 April. Thanks to funding support from NZCT, the cost of the programme is subsidised for each participant, which is reflected in the price.

Programme pre-work includes the Deeper Signals personality with a follow-up private debrief session with one of the facilitators. This assessment will provide attendees with clear insights into their key drivers and values, how they appear to others day-to-day, how they behave under pressure, and how others experience their leadership style.

“The Leading Leaders Programme has given me a deeper understanding of my leadership behaviours and how these impact on myself and others. This strategic self-awareness has enabled me to grow my strengths and also deliberately change some habits to increase the impact and value of my leadership.”

2019 Leading Leaders participant



Programme assessments

Pre-programme assessments

Pre-programme assessments fast-track your learning journey by providing valuable insights into your style and impact. This will then underpin your development plan as you progress through the programme.

Personality Assessment

Each participant will complete a short, engaging Deeper Signals assessment evaluating your core drivers (strengths) and core values. You'll receive a personalised feedback report straight after the assessment outlining your behavioural strengths and potential risk areas, and what drives your choices and decisions.

The Deeper Signals Core Drivers Pro and Core Values assessments are modern and reliable diagnostic tools underpinned by good science and cutting-edge technology. Feedback reports are user-friendly with built-in coaching tips and resources to kick-start self-awareness and the development journey.

“The personality testing was really eye-opening – I had some idea of the traits specific to me but understanding the degree of them and how my behaviours impact others really led to deeper thinking and reflection.”

2020 Leading Leaders participant.



“I was not only able to apply what I had learnt through the programme at work very successfully, but found real value in the networking opportunities with leaders from other sports in the region. As we often face the same challenges, having other sports leaders to share experiences, knowledge and ideas has already had a hugely positive impact in my organisation, and in particular during the challenges we faced under Covid-19 restrictions.”

2020 Leading Leaders participant.

Dates

Wednesday 17 May, residential

Thursday 18 May, residential

TBC, online workshop

TBC, online workshop

TBC, online workshop

Wednesday 30 August, residential

Thursday 31 August, residential



Venue

The residentials for the May-August programme will be held at [The Hub - Toitu Poneke community and sports centre](#).

Perfectly located on Kilbirnie Park, just 3.5km from Wellington Airport and 3.5km from the Wellington CBD, adjacent to the Wellington Regional Aquatic Centre, Kilbirnie Recreation Centre and Ruth Gottleib Library, the Toitu Poneke Community & Sports Centre ('thehub') is a modern and unique venue.

It offers an open and functional range of spaces, all with exceptional light, overlooking Kilbirnie Park.

Accommodation is not included in the programme price. Participants need to organise and pay for this and their own travel to/from the venue.

Pricing

Earlybird – Register from now to Friday 28 April	
Not-for-profit	\$2,280+GST per person
Other organisations	\$2,490+GST per person
Late – Register between 1 May to 16 May	
Not-for-profit	\$2,500+GST per person
Other organisations	\$2,800+GST per person

Thank you to NZCT for providing a grant which has subsidised the cost of this programme.

To register go to www.nukuora.org.nz

“The Leading Leaders programme gave me the unique opportunity to learn from a cross-section of leaders from the sport & recreation community. This allowed me to develop my critical thinking skills and helped me look at challenges and opportunities from a more strategic perspective.

The new year has seen me challenged with a new role and the Leading Leaders programme helped me develop and finetune a lot of the skills I am now implementing.”

2019 Leading Leaders participant.

The Facilitators



Gretchen Young

Gretchen Young Consulting

Gretchen is an IECL (Institute of Executive Coaching and Leadership) accredited coach in both individual and team coaching. She facilitates a range of leadership development programmes within the sport and recreation sector, the legal services industry, and the public sector. By style she brings significant versatility and a pragmatic, real-world approach to leadership development.

A highly experienced facilitator and coach, Gretchen has a particular interest in coaching individual and team performance, strategic workforce planning, organisational culture, and leadership development.

Prior to her consulting business, Gretchen worked for ten years at Sport NZ, helping boards and CEOs of national and regional sport and recreation organisations with their organisational and leadership development needs. Previous to this, Gretchen was as a senior commercial lawyer, practicing in two of New Zealand's leading law firms. Gretchen has also served on several non-profit boards including, most recently, Cricket Wellington where she was on the governance committee and chaired the CEO employment committee.

Gretchen was the programme director for Sport NZ's Chief Executive Leadership Programme and she contributed to the very successful Women in Sport Governance Programme (as the initial project sponsor, and the selection panel for scholarships, and as a coach). Gretchen was also a mentor on the "Women in Sport Leadership Programme" run by the New Zealand Olympic Committee and was part of the steering group for the initial programme set-up.



Philip Gibbons, ONZM

*Director of Institute for Leader Development, New Zealand
Defence College*

Te Ope Kātua o Aotearoa | New Zealand Defence Force

Like you, **Phil** has seen the word leadership acted out in numerous ways over the years. Is it all about charisma and optimism? Appointment and authority? Is it meant only for the one or two who become the boss? Or is there a different story?

With over four decades of leadership experience, coaching, and most importantly real-life experience, inside and outside the NZ Defence Force, his view is different. Phil appreciates that leadership is a moment-to-moment choice and not about title or position. Leadership is for everyone, every day.

Phil led the development of the NZ Defence Force Leadership framework and the system which has at its centre, the NZ Defence Leadership framework and the Institute for Leadership Development. He was not only the architect of the Institute but also its first Director.

Phil is known for his practical, street-savvy understanding; blend of real-life stories and his ability to connect with his audience at an individual level.

Tū Mātau Ora

Ness Mill and Pita Noanoa founded Tū Mātau Ora in 2021 to provide opportunities for people to explore, learn, share, and play taonga tākaro (traditional Māori games and activities) in a fun, safe environment to positively engage everyone in te ao Māori. Together Pita and Ness have shared their passion for Māori culture and customs, including taonga tākaro in schools and communities for over 10 years. Since setting up Tū Mātau Ora, Ness & Pita have been leading a local revolution in play.



Pita Noanoa

Te Aitanga a Hauiti; Ngāti Porou; Ngāti Kahungunu

Pita began working in health nearly three decades ago and has been involved with taonga tākaro promotion since 2009. Pita led the creation of Rangatahi Tū Rangatira, a programme focused on youth leadership development. He coordinated and facilitated a national training programme, providing workshops with 14 Iwi and Māori health providers across the country to help them support youth development in each area. He has extensive knowledge of taonga tākaro and experience teaching and coaching these games. Pita has the extremely rare experience of having played, refereed, and coached Ki o Rahi at both national and international levels. Pita brings a passion and unique insights into taonga tākaro and mātauranga Māori that are difficult to match.



Ness Mill

Ngāti Porou; Ngā Puhī

Ness has decades of involvement in leadership development through sport at club, regional, and national levels as a player, coach, and manager. She is a valued member of Wellington Softball and a life member of Island Bay Softball Club. Ness is also a life member of Newlands-Tamariki Playcentre, where she is recognised for her dedication and role in implementing kaupapa Māori initiatives throughout the Wellington Regional Playcentres. She has set up similar initiatives for primary schools and community groups. With more than 20 years working in Māori health and research, Ness helped develop and implement systems around cultural safety for the Capital & Coast District Health Board. Ness brings a wealth of knowledge and experience of Māori culture, safety, and leadership and has worked with a diverse range of people and abilities, from ECE to kaumātua/seniors.

The Leadership Framework for Sport and Recreation in Aotearoa New Zealand

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